Effects of Job Stress on Police Officers: A study with reference to Barak valley of Assam

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Abstract

Stress unfortunately has become an unavoidable part of our today's industrialized and urbanized society. Even though stress is an integral part of our organizational life, its implications seemingly are more on those who lead a regimented life for obvious reasons. An extensive literature review was done in this area of stress to study the researches done till date. A further probe was done deeply to unearth the researches which have studied the effects of stress in the employees. After pilot testing through questionnaire, a final structured closed questionnaire having factors and components of effects of stress was floated for primary data collection from the police officers in the rank of Sub Inspector and Assistant Sub Inspector in the Barak valley of southern Assam. Statistical analysis was done on the dataset using SPSS 23 and it yielded some useful results. The findings showed that the Physiological factor leads to maximum stress followed by Psychological factor and Behavioral factor. The relative worth of the components and factors was studied. The demographic variables like age of the respondents, rank of the officers, no. of dependants, etc were also correlated with their responses. The conclusion of the research work is that the policy makers and employers should understand the relative worth of the effects of stress on the police officers and try to reduce them in some way possible.

Keywords: Acquisition, library, factors, components, databases, relative worth.

1. Introduction

Stress unfortunately has become an unavoidable part of our today's industrialized and urbanized society. The implications of these stressors are many. Keeping in mind the importance of the implications of these stressors every employer wants to put best possible efforts to ensure that the work force of its organization stay contented, apart from by providing requisite and, to the extent possible, satisfactory wages, security of service, service conditions, working and living condition, also by ensuring for them a stress free work life.

Since the implications of the stressors are many, the employers need to know the relative implications of these stressors. In other words the implications of these stressors need to be identified on the basis of the degree of its severity which might be highly stressful, moderately stressful or least stressful.

Even though the stress is an integral part of our organizational life, its implications seemingly are more on those who lead a regimented life for obvious reasons. The ones working in para-military forces could be a good example of this lot. Considering their miserable conditions of work-life in the back ground of a denial of an opportunity to represent themselves before their employer, the category of Police Officers was chosen to probe in depth the implications of the select stressors on them.

2. Meaning of stress:

Stress has become a very common phenomenon of today's modern life. Stress is mostly a psychological and somewhat a physiological state that results when the resources of the individuals are not sufficient to cope with the demands of the situation (LeBlanc, 2009). Stress can also be viewed as a state of discomfort experienced by an individual. It is an unavoidable consequence of the rapidly changing society in all fronts which includes technology, industrial growth and urbanization on the one hand and an expanding population, unemployment on the other hand. Different people react to stress in different manners. Some cope better in a stressful situation and some panic drastically. Stress affects an employee's performance that directly or indirectly influences the organization.

3. Methods

3.1 Objectives of the study

The study proposes largely to identify and analyze the effects of job stress on Police Officers serving in the rank of S.I. and A.S.I. in Assam.

The specific objectives are proposed as follows:

1. To identify the effects of job stress on Police Officers serving in the rank of S.I. and A.S.I. in Assam.
2. To assess the level of the effects of job stress on the Police Officers serving in Barak Valley of Assam in the rank of S.I. and A.S.I.
3. To compare the levels of effects of job stress on the said Police Officers across the two ranks of the respondents under study.

3.2 Population and Sample

The target populations of the study were the S.Is and A.S.Is posted in the three districts of Barak Valley of Assam i.e., Cachar, Karimganj and Hailakandi. As per this a sample of 193 S.Is and A.S.Is has been picked up which has got an error margin of 5 and a confidence level of 95%.

The samples for the study were taken from the Police Officers serving in Barak Valley of Assam. The respondents so selected for the study were broadly divided into two stratas viz., Sub Inspectors (S.Is) and Assistant Sub Inspectors (A.S.Is). The demographic description of the samples so selected was

made in relation to nine demographic variables viz., age, rank, dist branch, educational qualification, marital status, length of service, place of work, spouse occupation, no of dependent(s).

Table depicting the position of the population of the SIs and ASIs posted in the three district of Barak valley-District-wise.*

	CACHAR		KARIMGANJ		HAILAKANDI	
	S.I.	A.S.I.	S.I.	A.S.I.	S.I.	A.S.I.
U.B. (THANA)	53	91	40	55	30	20
A.B.(CANTONMENT)	30	NIL	24	10	25	10
TOTAL	83	91	64	65	55	30
TOTAL	174		129		85	
				388		

Note: U.B. is unarmed branch, and

A.B. is armed branch.

3.3 Research Instrument and Data Collection

Since the study called for collection of primary data a structured questionnaire was developed to have the views on the matter from Police Officers under study. The questionnaire included in it two sections- section one included the questions relating to personal information and section two included such questions which elicited the perceptions of the employees (Police Officers) over the degree of influence of the effects of job stress on police officers in Southern Assam.

3.4 Data Analysis: The overall demographic data of the sample has been represented after careful tabulation from the questionnaire. Data analysis was done meticulously in IBM SPSS Statistics 23.

3.4.1 Demographic representation of data

The number of respondents falling under each category of demography and their percentage of the total data has been put in the tables below.

Age Wise

Age of the respondents	Number	Percentage
Below 45	70	36.27
45 and Above	123	63.73

The table displays the division of the sample respondents in this demographic variable, i.e., *Age-wise*. It is clear from the table that a large section of the respondents (63.73%) belong to the age group of 45 years and above and the rest (36.27%) belong to the age group of below 45years.

Rank/ Designation wise

Rank	Number	Percentage
Sub Inspector	100	51.81
Assistant sub Inspector	93	48.19

The table delineates that respondents in this demographic category were almost equally divided as 51.81% of the respondents were Sub Inspectors and 48.19% were Assistant Sub Inspectors.

District Branch wise

District Branch	Number	Percentage
AB	49	25.39
UB	144	74.61

The table conveys that in case of the demographic variable *District Branch-wise*, a large percentage of the respondents i.e. 74.61% belonged to Unarmed Branches and the rest i.e., 25.39% belonged to Armed Branches.

Educational Qualification wise

Educational Qualification	Number	Percentage
HSLC	15	7.77
HS	46	23.83
Under Graduation	124	64.25
Post Graduation	8	4.15

The table demonstrates that in the case of the demographic variable *Educational Qualification* a very small percentage of the respondents i.e., 7.77% were H.S.L.C., passed, 23.83% were H.S., passed, 64.25% were Under Graduates and 4.15% were Post Graduates.

Marital status wise

Marital status	Numbers	Percentage
Married	184	95.34
Unmarried	09	4.66

The table demonstrates that in the case of the demographic variable *Marital Status* a sweeping percentage of the respondents i.e. 95.34% were married and only 4.66% were unmarried.

Length of service wise

Length of service	Numbers	Percentage
Below 10 years	17	8.81
10 years-20years	75	38.86
21 years-30years	89	46.11
Above 30years	12	6.22

The table exhibits that in case of the demographic variable *Length of Service* only 8.81% of the respondents were those who had not completed 10 years of service in Police Department; 38.86% of the respondents were the ones who were in the service for ten or more years but not more than 20 years; almost half of them i.e., 46.11% of them were those who were in service for 21 or more years in police department but not more than 30 years, and lastly a meager of 6.22% respondents were the ones who had served the police department for more than 30 years.

Place of work wise

Place of work	Numbers	Percentage
Cachar	86	44.56
Hailakandi	42	21.76
Karimganj	65	33.68

The table delineates that in view of the demographic variable *Place of Work* 44.56% of the respondents were serving in Cachar District, 21.76% in Hailakandi and remaining 33.68% of the respondents were in the service of Karimganj District of Assam.

Spouse Occupation wise

Spouse Occupation	Numbers	Percentage
Employed	21	10.88
Unemployed	163	84.46
Not Applicable	09	4.66

The table exemplifies that in case of the demographic variable *Spouse Occupation* only 10.88% of the respondents' spouses were employed, whereas 84.46% of the respondents' spouses were not in

employment. The remaining 4.66% respondents were such who were either unmarried or widower or divorcee and, therefore the option served in the questionnaire i.e., employed or employed was not applicable to these respondents.

No of dependent(s) wise

No of dependent(s)	Numbers	Percentage
Up to 4	130	67.36
Above 4	63	32.64

The table demonstrates that based on the demographic variable *Number of Dependents,* 67.36% of the respondents had up to 4 dependents in their family and remaining 32.64% of them had above 4 dependents in their family.

3.4.2 Relative worth of the factors and its components of effects of job stress on the Police Officers:

The relative worth of the factors and its components has been discussed in this section.

Table showing the results of the probe over the effects of job stress based on the three factors under study

Factors	Mean Score	Ranking
Psychological	1.92	2nd
Physiological	2.23	1st
Behavioral	1.78	3rd

Note: Based on data obtained through field survey.

The above table reveals the mean scores and the ranks of the factors, considering all the responses in totality (i.e., not on the basis of any division based on any of the demographic variable).

- *Physiological factor* ranked 1st in contributing to job stress with a mean score 2.22.
- *Psychological factor* ranked 2nd in contributing job stress with a mean score 1.91.
- Lastly for the 3rd rank, it is *Behavioral factor* with mean score 1.77.

Table presenting the results of the study over the effects of job stress based on the components of

'Psychological factor' under study

Component	Mean Score	Ranking
Anxiety	2.37	4th
Depression	2.94	2nd
Recalling unpleasant memories	2.82	3rd
Ritualistic religiosity	3.22	1st
Sleep disorder	1.88	5th
Labile emotion	1.75	6th
Tension	1.73	7th

Note: Based on data obtained through field survey.

The table above displays that out of the seven components under the category of 'Psychological Factor' the component ***Ritualistic religiosity*** was found putting highest stress and thus ranked 1st with a mean score of 3.22; ***Depression*** 2nd with a mean score of 2.94, ***Recalling unpleasant memories*** 3rd with a mean score of 2.82, ***Anxiety*** 4th with a mean score of 2.37, ***Sleep disorder*** 5th with a mean score of 1.88, ***Labile emotion*** 6th with a mean score of 1.75 and the component ***Tension*** ranked 7th and last with a mean score of 1.73 and thus capable of putting least stress under this factor.

Table portraying the results of the study over the effects of job stress based on the components

falling under the 'Physiological factor' under study

Component	Mean Score	Ranking
Headaches	2.48	8th
Stomachaches	2.76	7th
Backaches	2.07	13th
Heart related diseases	3.38	3rd
Stomach disorder	2.09	12th
Mismatch of body mass with the height	3.06	4th
Inappropriate blood pressure	2.21	10th

Kidney disorder	3.87	1st
Arthritis	3.72	2nd
Diabetes	2.79	5th
Weakening of immune system	2.36	9th
Hair loss	2.77	6th
Loss of appetite	2.18	11th

Note: Based on data obtained through field survey.

The above table reveals that of the thirteen components under 'Physiological factor' the component *Kidney disorder* was found putting highest stress and thus ranked 1st with a mean score of 3.87, *Arthritis* 2nd with a mean score of 3.72, *Heart related diseases* 3rd with a mean score of 3.38, *Mismatch of body mass with the height* 4th with a mean score of 3.06, *Diabetes* 5th with a mean score of 2.79, *Hair loss* 6th with a mean score of 2.77, *Stomachaches* 7th with a mean score of 2.76, *Headaches* 8th with a mean score of 2.48, *Weakening of immune system* 9th with a mean score of 2.36, *Inappropriate blood pressure* 10th with a mean score of 2.21, *Loss of appetite* 11th with a mean score of 2.18, *Stomach disorder* 12th with a mean score of 2.09 and *Backaches* 13th and last with a mean score of 2.07 and thus capable of putting least stress under this factor.

Table displaying the results of the study over the effects of job stress based on the components of 'Behavioral factor' under study

Component	Mean Score	Ranking
Tiresomeness	1.66	13th
Lack of concentration	2.51	8th
Distortion in relationship	1.67	12th
Distortion in thoughts and decision making	2.70	7th
Distortion in memory	2.73	6th
Consumption of narcotics and others	2.18	10th
Neglecting responsibilities	2.84	5th
Distortion in mood	2.05	11th
Inappropriate motivation	3.53	2nd

Insufficient confidence	3.19	3rd
Disobedience	3.17	4th
Suicidal tendency	3.94	1st
Proneness to issuing threats	2.25	9th

Note: Based on data obtained through field survey.

The above table portrays that of the thirteen components under 'Behavioral factor' the component *Suicidal tendency* was found putting highest stress and thus ranked 1st with a mean score of 3.94, *Inappropriate motivation* 2nd with a mean score of 3.53, *Insufficient confidence* 3rd with a mean score of 3.19, *Disobedience* 4th with a mean score of 3.17, *Neglecting responsibilities* 5th with a mean score of 2.84, *Distortion in memory* 6th with a mean score of 2.73, *Distortion in thoughts and decision making* 7th with a mean score of 2.70, *Lack of concentration* 8th with a mean score of 2.51, *Proneness to issuing threats* 9th with a mean score of 2.25, *Consumption of narcotics and others* 10th with a mean score of 2.18, *Distortion in mood* 11th with a mean score of 2.05, *Distortion in relationship* 12th with a mean score of 1.67 and *Tiresomeness* 13th and last with a mean score of 1.66 and thus capable of putting least stress under this factor.

3.4.3 A comparative analysis of the levels of effects of job stress on the Police Officers across the two ranks of the respondents under study.

The comparative levels of effects of job stress on the Police Officers across the ranks based on the factors and its components have been discussed in this section.

Table presenting the results of the comparative levels of effects of job stress across the two ranks based on the factors under study

Factors	S.I		A.S.I	
	Mean Score	Ranking	Mean Score	Ranking
Psychological	1.99	2nd	1.84	2nd
Physiological	2.20	1st	2.26	1st
Behavioral	1.85	3rd	1.71	3rd

Note: Based on data obtained through field survey.

The above table portrays the ranks awarded to the three factors capable of influencing job stress by the respondents serving in two *'Ranks / Designations'* i.e., *Sub Inspectors* and *Assistant Sub Inspectors* under the study.

- The data in the table reveals that, holding a unanimity in the opinions, the respondents belonging to both the ranks/designations i.e., *Sub Inspectors* and *Assistant Sub Inspectors* awarded 1st position to *'Physiological Factor'* out of the three factors capable of influencing job stress with the mean scores of 2.20 and 2.26 respectively.

- Interestingly holding unanimity once again the respondents falling in both the ranks/designations i.e., *Sub Inspectors* and *Assistant Sub Inspectors* rated *'Psychological Factor'* as 2nd with the mean values of 1.99 and 1.84 respectively.

- As there was unanimity of opinions among the respondents falling in two different positions of their ranks/designations i.e., *Sub Inspectors* and *Assistant Sub Inspectors* they served with, for the third factor under study too viz., *'Behavioral Factor'* there had to be a unanimity in the opinion and truly it was with a rank of 3rd and the mean values of 1.85 and 1.71 respectively.

Table displaying the results of the comparative levels of effects of job stress across the two ranks based on the components of psychological factor under study:

The components capable to put stress under the category of Psychological factor	S.I.		A.S.I	
	Mean Score	**Ranking**	**Mean Score**	**Ranking**
Anxiety	2.43	4th	2.30	4th
Depression	3.08	2nd	2.78	2nd
Recalling unpleasant memories	2.99	3rd	2.65	3rd
Ritualistic religiosity	3.23	1st	3.22	1st
Sleep disorder	1.89	5th	1.86	5th
Labile emotion	1.75	7th	1.74	6th
Tension	1.85	6th	1.60	7th

Note: Based on data obtained through field survey.

The data in the table reveals that the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* accorded *'Ritualistic religiosity'* 1st position among the seven components of psychological factor capable of influencing job stress with the mean scores of 3.23 and 3.22 respectively. Holding unanimity in the opinions the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* accorded the component *'Depression'* 2nd position but with the varying mean values of 3.08 & 2.78. The trend of unanimity continued as the respondents belonging to both the ranks under analysis rated *'Recalling unpleasant memories'* as 3rd with mean values of 2.99 & 2.65, *'Anxiety'* as 4th with mean values of 2.43 & 2.30 and *'Sleep disorder'* as 5th with mean values of 1.89 &

1.86 respectively. Further the respondents serving in the rank of *Sub Inspectors* accorded the component *'Tension'* the 6th position with a mean value of 1.85, whereas those serving in the rank of *Assistant Sub Inspectors* accorded *'Labile emotion'* the 6th position with a mean value of 1.74.

Lastly, the respondents serving in the rank of *Sub Inspectors* rated the component *'Labile emotion'* as the least important with 7th position and a mean value of 1.75, but holding a different opinion the respondents serving in the rank of *Assistant Sub Inspectors* rated the component *'Tension'* as the least important with 7th position and a mean score of 1.60.

Table displaying the results of the comparative levels of effects of job stress across the two ranks based on the components of physiological factor under study:

The components capable to put stress under the category of Physiological factor	S.I.		A.S.I	
	Mean Score	Ranking	Mean Score	Ranking
Headaches	2.44	7th	2.52	8th
Stomachaches	2.77	5th	2.75	7th
Backaches	2.14	10th	2.00	13th
Heart related diseases	3.38	3rd	3.39	3rd
Stomach disorder	2.08	12th	2.10	12th
Mismatch of body mass with the height	3.00	4th	3.11	4th
Inappropriate blood pressure	2.11	11th	2.31	10th
Kidney disorder	3.89	1st	3.84	1st
Arthritis	3.73	2nd	3.71	2nd
Diabetes	2.77	5th	2.89	5th
Weakening of immune system	2.33	8th	2.39	9th
Hair loss	2.72	6th	2.81	6th
Loss of appetite	2.17	9th	2.19	11th

Note: Based on data obtained through field survey.

The data in the table reveals that the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* rated *'Kidney disorder'* as 1st among the thirteen components under the physiological factor capable of influencing job stress with the mean values of 3.89 and 3.84 respectively. Continuing the trend of unanimity in the opinions the respondents belonging to both the ranks i.e., *Sub*

Inspectors and *Assistant Sub Inspectors* put *'Arthritis'* in 2nd position with mean values of 3.73 & 3.71, *'Heart related diseases'* in 3rd with mean values of 3.38 & 3.39 and *'Mismatch of body mass with the height'* as 4th with mean values of 3.00 & 3.11 respectively. Further the respondents serving in the rank of *Sub Inspectors* accorded two components *'Diabetes'* and *'Stomachaches'* the same position i.e., 5th with naturally a common mean score of 2.77. Though the respondents serving in the rank of *Assistant Sub Inspectors* also ranked *'Diabetes'* as 5th but the mean score in this case was different and that was 2.89. When it comes to the 6th position the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* accorded this position to the component *'Hair loss'* but with varying mean values of 2.72 and 2.81 respectively. Further the respondents serving in the rank of *Sub Inspectors* put the component *'Headaches'* in the 7th position with a mean value of 2.44, whereas those who served as *Assistant Sub Inspectors* rated *'Stomachaches'* as 7th with a mean value of 2.75. The respondents serving in the rank of *Sub Inspectors* accorded the component *'Weakening of immune system'* 8th position with a mean value of 2.33, whereas the respondents serving in the rank of *Assistant Sub Inspectors* rated the component *'Headaches'* as 8th with a mean value of 2.52. The respondents serving in the rank of *Sub Inspectors* accorded the component *'Loss of appetite'* 9th position with a mean value of 2.17, whereas the respondents serving in the rank of *Assistant Sub Inspectors* rated the component *'Weakening of immune system'* as 9th with a mean value of 2.39. The respondents serving in the rank of *Sub Inspectors* rated *'Backaches'* as 10th with a mean value of 2.14, whereas the respondents serving in the rank of *Assistant Sub Inspectors* rated the component *'Inappropriate blood pressure'* as 10th with a mean value of 2.31. Further the respondents serving in the rank of *Sub Inspectors* rated the component *'Inappropriate blood pressure'* as 11th with a mean value of 2.11, whereas those serving as *Assistant Sub Inspectors* rated *'Loss of appetite'* as 11th with a mean value of 2.19. Holding unanimity in opinions, the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* rated *'Stomach disorder'* as 12th but with varying mean values of 2.08 and 2.10 respectively.

Lastly, the respondents serving in the rank of *Assistant Sub Inspectors* rated the component *'Backaches'* the least important with 13th position and a mean value of 2.00.

Table displaying the results of the comparative levels of effects of job stress across the two ranks based on the components under the behavioral factor under study:

The components capable to put stress under the category of Behavioral factor	S.I.		A.S.I	
	Mean Score	**Ranking**	**Mean Score**	**Ranking**
Tiresomeness	1.68	11th	1.65	13th
Lack of concentration	2.53	7th	2.50	8th
Distortion in relationship	1.59	12th	1.75	12th

Distortion in thoughts and decision making	2.69	6th	2.71	7th
Distortion in memory	2.69	6th	2.77	6th
Consumption of narcotics and others	2.08	8th	2.27	10th
Neglecting responsibilities	2.82	5th	2.86	5th
Distortion in mood	2.03	10th	2.07	11th
Inappropriate motivation	3.49	2nd	3.56	2nd
Insufficient confidence	3.17	3rd	3.21	4th
Disobedience	3.08	4th	3.26	3rd
Suicidal tendency	3.92	1st	3.96	1st
Proneness to issuing threats	2.06	9th	2.43	9th

Note: Based on data obtained through field survey.

The data in the table reveals that the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* rated *'Suicidal tendency'* as 1st among the thirteen components falling under the behavioral factor with varying mean values of 3.92 and 3.96 respectively. The trend of unanimity in the opinions among the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* continued as the respondents belonging to both the groups rated the component *'Inappropriate motivation'* as 2nd with varying mean values of 3.49 and 3.56 respectively. Further the respondents serving in the rank of *Sub Inspectors* rated the component *'Insufficient confidence'* as 3rd with a mean value of 3.17, whereas those who served as *Assistant Sub Inspectors* rated *'Disobedience'* as 3rd with a mean value of 3.26. The respondents serving in the rank of *Sub Inspectors* rated the component *'Disobedience'* as 4th with a mean value of 3.08, whereas those who served as *Assistant Sub Inspectors* rated *'Insufficient confidence'* as 4th with a mean value of 3.21. Holding the unanimity once again the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* rated *'Neglecting responsibilities'* as 5th but with varying mean values of 2.82 and 2.86 respectively. Further the respondents serving in the rank of *Sub Inspectors* accorded the two components i.e., *'Distortion in memory'* and *'Distortion in thoughts and decision making'* the same position viz., 6th with naturally a common mean score of 2.69. Though the respondents serving in the rank of *Assistant Sub Inspectors* also rated *'Distortion in memory'* as 6th but the mean score in this case was different and that was 2.77. The respondents serving in the rank of *Sub Inspectors* accorded the component *'Lack of concentration'* the 7th position with a mean value of 2.53, whereas those who served as *Assistant Sub Inspectors* accorded the component *'Distortion in thoughts and decision making'* the 7th position with a mean value of 2.71. The respondents serving in the rank of *Sub Inspectors* rated

'Consumption of narcotics and other' as 8th with mean value of 2.08, whereas those who served as *Assistant Sub Inspectors* accorded *'Lack of concentration'* as 8th with a mean value of 2.50. There was again found similarity in the opinion of the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* as they accorded the component *'Proneness to issuing threats'* the 9th position but with varying mean values of 2.06 and 2.43 respectively. When it comes to the 10th position the respondents serving in the rank of *Sub Inspectors* accorded this position to the component *'Distortion in mood'* with a mean value of 2.03,but the ones serving as *Assistant Sub Inspectors* accorded this position to the component *'Consumption of narcotics and others'* with a mean value of 2.27. Further the respondents serving in the rank of *Sub Inspectors* rated the component *'Tiresomeness'* as 11th with a mean value of 1.68, whereas those who served as *Assistant Sub Inspectors* rated *'Distortion in mood'* as 11th with a mean value of 2.07. Holding unanimity once again the respondents belonging to both the ranks i.e., *Sub Inspectors* and *Assistant Sub Inspectors* rated *'Distortion in relationship'* as 12th but with varying mean values of 1.59 and 1.75 respectively.

Lastly, the respondents serving in the rank of *Sub Inspectors* rated the component *'Tiresomeness'* as the least important with 13th position and a mean value of 1.65.

4.1 Conclusion:

The present study was an attempt to gain knowledge about various factors and its components of effects of job stress of Police Officers along with the relative capabilities of each factor and its components. The study highlighted that Ritualistic religiosity, Kidney disorder and Suicidal tendency were among the high ranking stressful components. In order to make police personnel work in a stress free environment the appropriate authority can develop suitable mechanisms to identify the stressors of police personnel and can initiate steps to reduce stress by opting stressor specific interventions.

4.2 Limitation:

The current study has the following limitations:-

1. The study is restricted only to the three factors and its thirty three components of effects of job stress on Police Officers.

2. The study is largely dependent on the perception of the employees and thus, the relative capability, can change with their experience in due course of time.

3. The study is based on such respondents which were chosen from only three districts of Assam.

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